

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

SEPTEMBER 9, 2008

**HEALTH SERVICES - AUDITOR-CONTROLLER REPORT**

On September 9, 2008, the Auditor-Controller completed an audit of the Department of Health Services, which revealed serious policy, organizational and process weaknesses in the Department of Health Services. These weaknesses have resulted in deficiencies in the critical areas of competency testing and the timely conduct and assessment of background checks. The problems outlined further raise serious concerns regarding the quality of care being provided at this facility and serve to erode the public's trust in the county's health care delivery system.

Of particular concern is the failure to complete the background checks in a timely manner, the determination of any job nexus with the information obtained from the background checks, process issues associated with inconsistent competency testing, and findings in competency testing showing that a large percentage of staff at Martin Luther King-Harbor Hospital could not pass testing and were not held to a consistent competency standard. Some MLK-Harbor nurses required as many as four attempts to pass a test station and demonstrated high failure rates in some core skills -- this reflects that the majority of staff did not have a basic working knowledge or skills to perform the generic competencies in a simulated environment, and, as reported in the Auditor-Controller's report, there are questions as to whether the skill of the tested employees can be applied in practice.

- MORE -

**MOTION**

Molina	_____
Yaroslavsky	_____
Knabe	_____
Antonovich	_____
Burke	_____

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It is unacceptable that staff that deal with the life and well-being of County constituents be allowed to continue to work at the Department of Health Services.

**I, THEREFORE, MOVE** that the Board of Supervisors direct the Chief Executive Officer, the Interim Director of Health Services, and the Director of Human Resources to:

1. Implement the recommendations as stated in the Auditor-Controller's report;
2. Complete the recommended evaluation of job nexus determinations brought into question in the Auditor's report and ensure that those employees that have been transferred from MLK-Harbor to other facilities have completed all necessary background investigations;
3. Establish a process to re-evaluate the competencies of the staff at MLK-Harbor using an approach that is consistent with the best practices for such testing; and
4. Report back to Board in one week on their plan to complete these tasks immediately.

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